Defense Acquisition Workforce Key Information

Purchasing

As of FY16 (30 September 2016)

Overview

- AT&L HCI is committed to providing the Functional Leader and FIPT Executive Secretary up-to-date key workforce information on a quarterly basis – we welcome questions and recommendations for improved information and analysis support
- HCI provides defense acquisition workforce-wide updates online also at http://www.hci.mil
- Key HCI support contacts
  - **HCI Functional Leader/FIPT Liaison is currently vacant**
  - **HCI Data/Analysis**
    - **Ms. Adrienne Evertson (adrienne.evertson@hci.mil)(703-805-2338)**

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Fact Sheet

Human Capital Fact Sheet

Defense Acquisition Workforce Purchasing and Procurement	FY 2008				FY2016Q4			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,475	0	1,475	161,469
Change in size from 2008	-	-	-	-	25%	-100%	23%	28%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	30%		30%	84%
Graduate Degree	2%	0%	2%	29%	6%		6%	39%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	60%		60%	85%
Level II or Higher Achieved	42%	0%	41%	61%	44%		44%	73%
Level III Achieved	21%	0%	20%	36%	4%		4%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	51%		51%	75%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	43%		43%	22%
Does Not Meet Certification Requirement	15%	0%	15%	14%	6%		6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	39%		39%	33%
Average Age	50.5	30.1	50.3	45.7	47.5		47.5	44.9
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	19/28/53(%)		-	26/25/50(%)
Average Years of Service	20.3	9.5	20.2	17.3	13.2		13.2	15.0
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	274(19%)	-	-	25,712(18%)
Retirement Eligible w/in 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	261(17%)	-	-	25,920(18%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	528/320	-	-	15,815/10,997

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q4 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q4 DMDC data.

Highlights

Defense Acquisition Workforce Size Highlights

- The current Purchasing Defense Acquisition Workforce count is 1,475 up from 1,196 in FY08, a total increase of 279
- The Purchasing Defense Acquisition Workforce count was at its highest point (1,475) in FY16, and its lowest point (1,196) in FY08
- The Agencies with the largest increases, since FY08, are DCMA, DHA and DLA, with increases of 32 (1067%), 13 (1467%) and 332 (217%), respectively
- The Agencies with the largest decreases, since FY08, are DODEA, MDA, and Air Force with decreases of 6 (-67%), 2 (-67%), and 75 (-53%), respectively

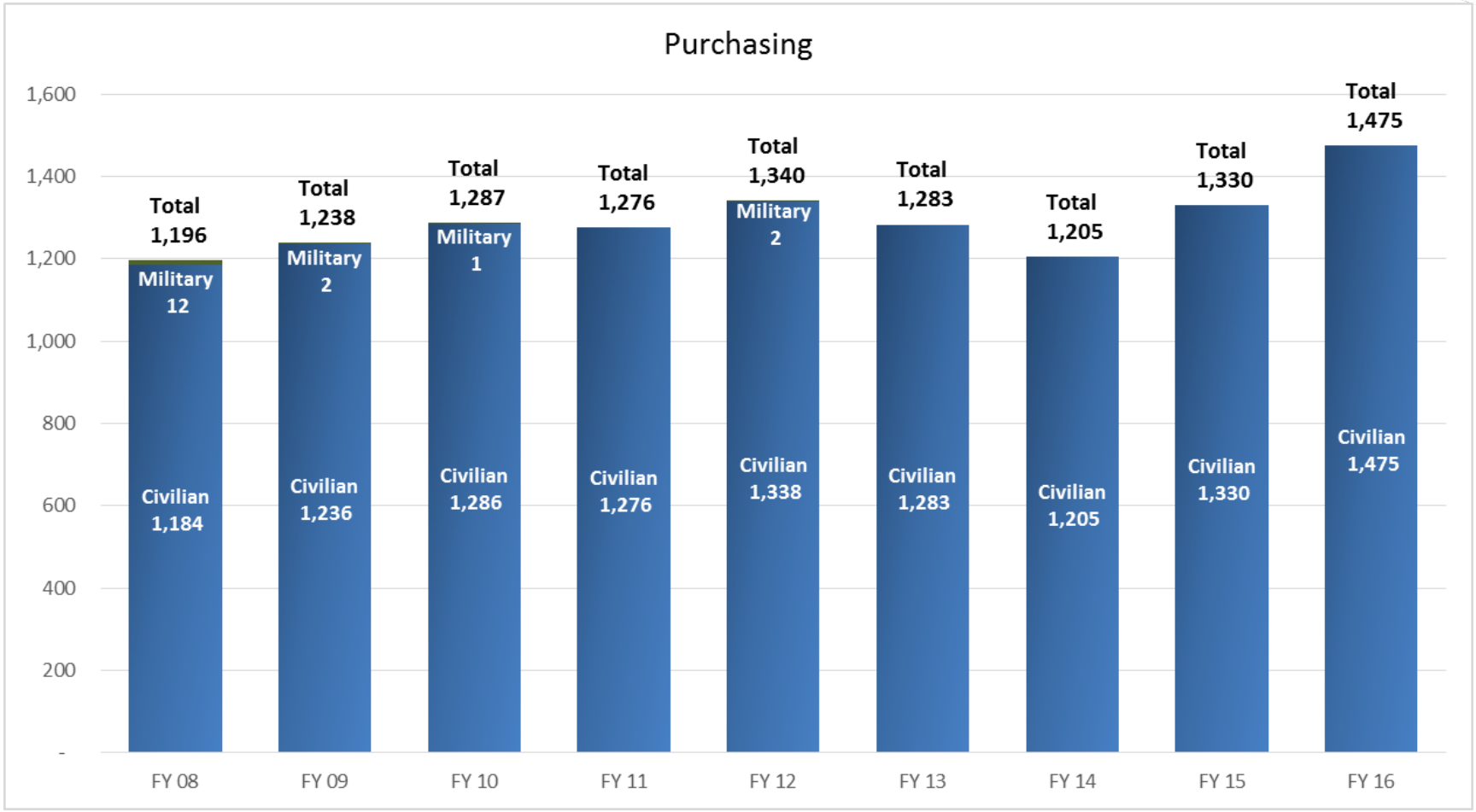
Defense Acquisition Workforce DAWIA Certification Highlights

- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 50.5%; down from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is down 1.6% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 43.2%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 6.3%; down from 14.7% in FY08

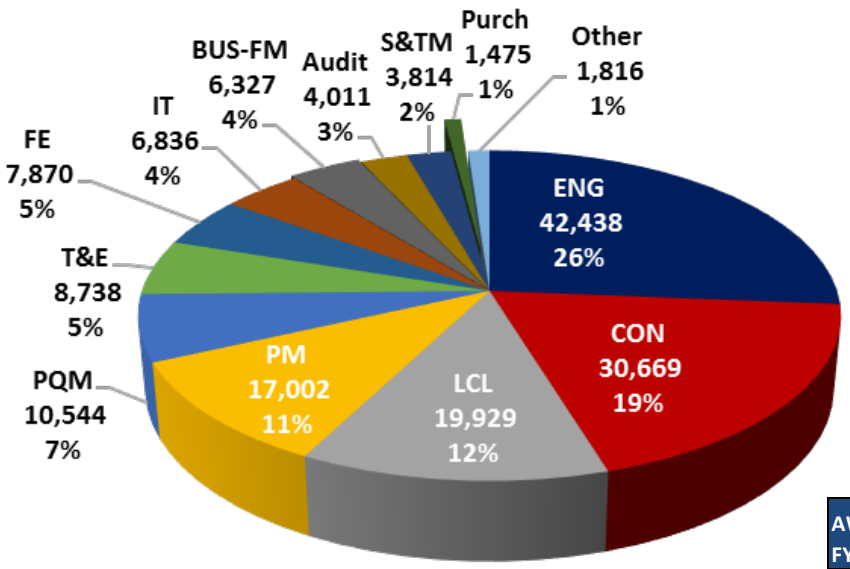
Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 52.6% (771) (10 years or less to retirement eligibility or retirement eligible)
- 18.7% (274) are currently eligible to retire, down from 22.6% in FY08
- Mid Career Group 28.2% (414) (11 to 20 years to retirement), up from 23.4% in FY08
- Early Career Group 19.2% (282) (21 to 25+ years to retirement), up from 7.4% in FY08

Total Historic Workforce



AWF by Component and Career Field

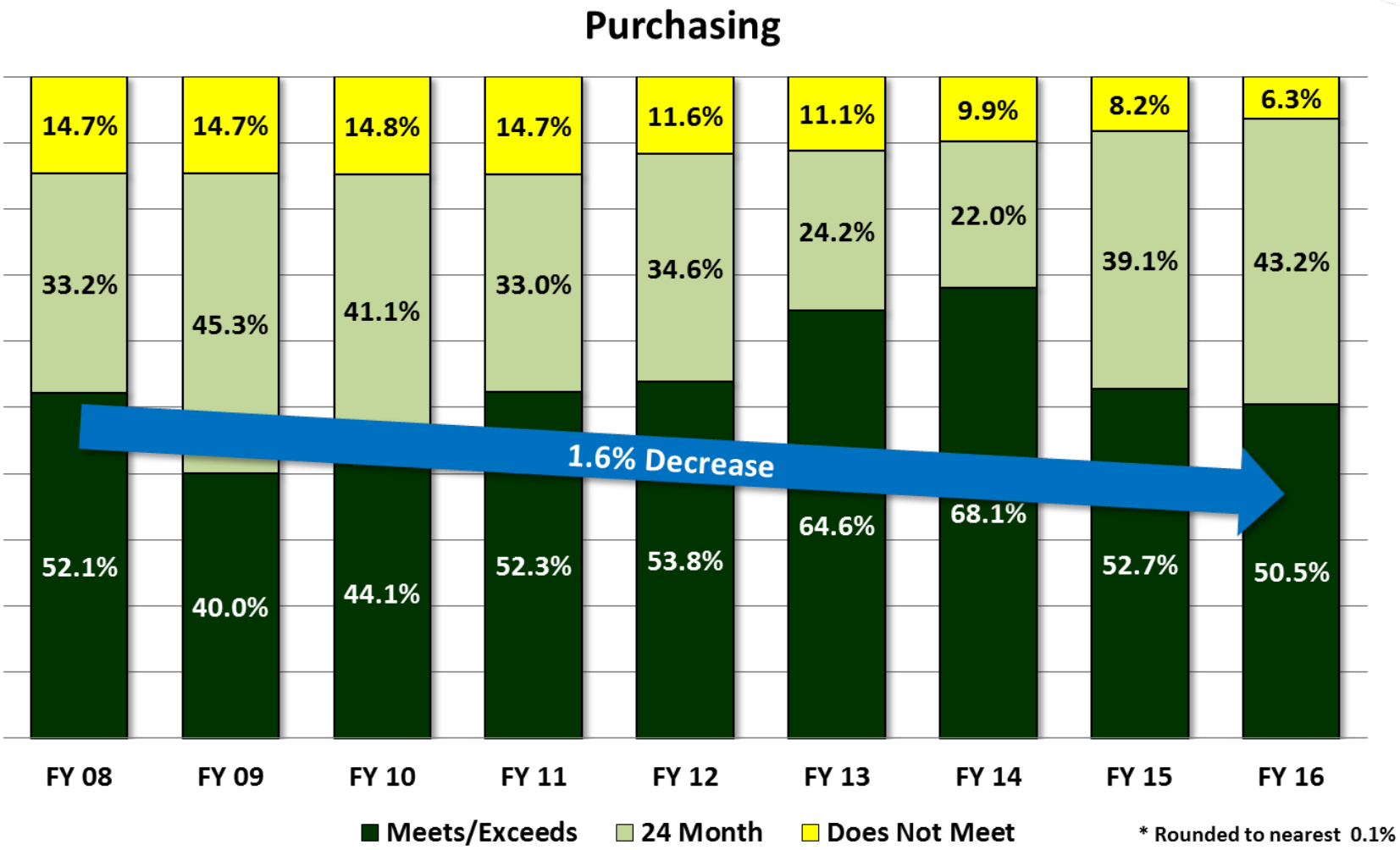


AWF Count by Career Category FY16Q4	Army	Navy	Marine Corps	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	-	4,011	4,011	2.5%
Business - CE	249	552	36	458	83	1,378	0.9%
Business - FM	1,718	1,849	172	2,008	580	6,327	3.9%
Contracting	7,959	5,802	545	8,452	7,911	30,669	19.0%
Engineering	9,140	21,623	354	9,139	2,182	42,438	26.3%
Facilities Engineering	1,797	5,456	34	498	85	7,870	4.9%
Information Technology	1,701	2,806	238	1,235	856	6,836	4.2%
Life Cycle Logistics	7,160	5,961	595	3,237	2,976	19,929	12.3%
Production, Quality and Man	1,407	3,210	39	393	5,495	10,544	6.5%
Program Management	3,240	5,560	802	5,681	1,719	17,002	10.5%
Property	53	65	-	14	273	405	0.3%
Purchasing	365	424	52	67	567	1,475	0.9%
S&T Manager	447	537	2	2,708	120	3,814	2.4%
Test and Evaluation	1,903	3,239	133	3,082	381	8,738	5.4%
Unknown/Other	7	2	-	3	21	33	0.02%
FY16Q4 Totals (*as of 9-30-2016*)	37,146	57,086	3,002	36,975	27,260	161,469	
Component %	23.0%	35.4%	1.9%	22.9%	16.9%		

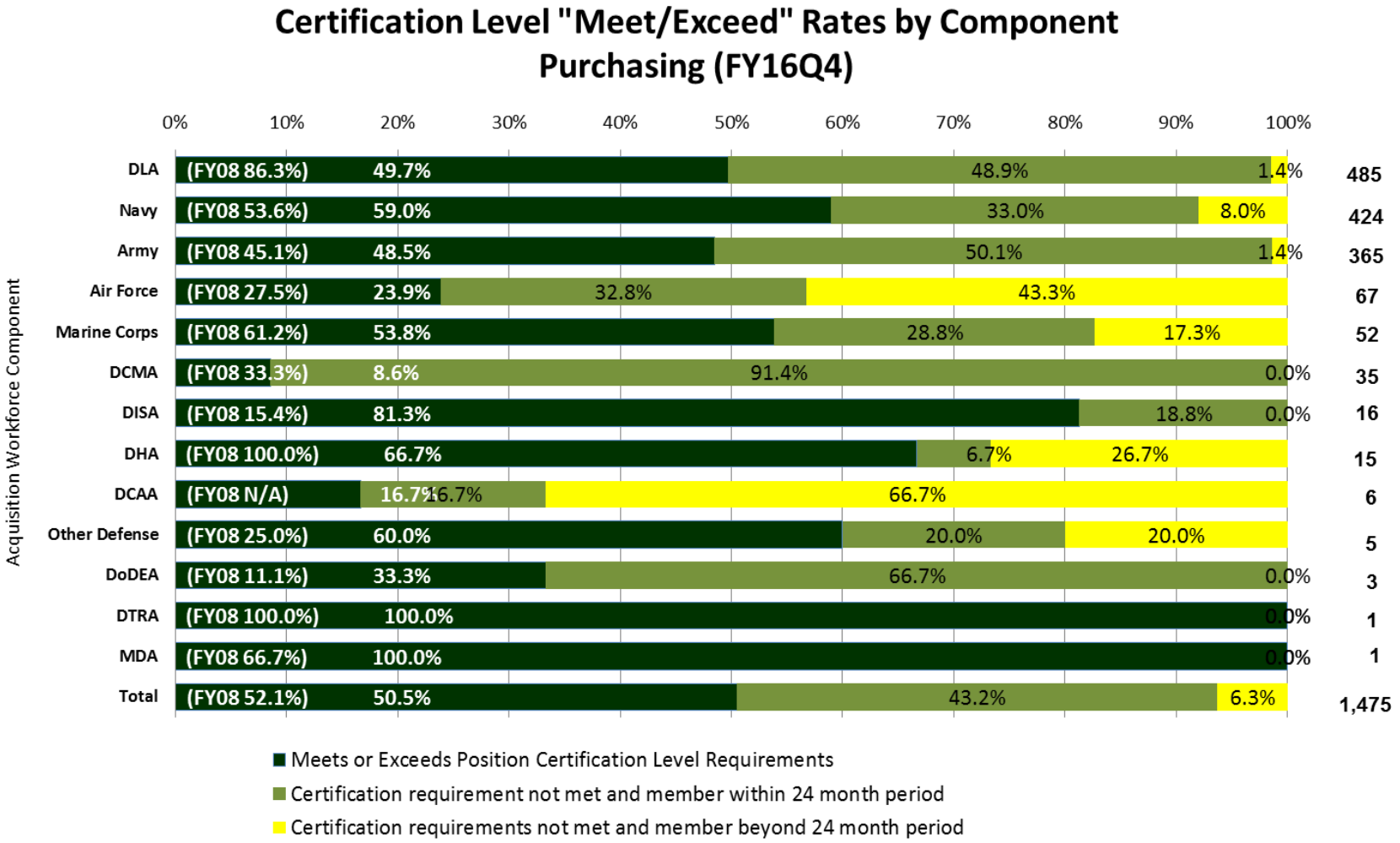
Purchasing Workforce
Historical Size by Agency FY05 – FY16

Purchasing Defense Acq Workforce	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16	% Change Since FY08	% Change Since FY15
ARMY	319	330	351	358	382	357	265	272	365	14%	34%
DoN	545	567	562	536	522	501	501	495	476	-13%	-4%
AIR FORCE	142	146	145	131	113	97	80	79	67	-53%	-15%
DCMA	3	2	3	8	3	5	7	31	35	1067%	13%
DLA	153	162	188	199	270	279	289	398	485	217%	22%
DCAA	-	-	3	2	8	5	8	6	6		0%
MDA	3	2	1	1	1	1	1	1	1	-67%	0%
DISA	13	19	17	13	15	19	15	16	16	23%	0%
DHA	2	-	-	10	11	9	24	20	15	650%	-25%
DTRA	1	1	2	1	2	2	2	2	1	0%	-50%
DAU	-	-	2	-	-	-	-	-	-		
DeCA	-	-	1	1	1	-	-	-	-		
WHS	1	-	-	-	-	-	-	-	-	-100%	
DFAS	1	-	-	-	-	-	-	-	-	-100%	
DoDEA	9	6	5	7	4	2	7	4	3	-67%	-25%
DoD HRA	1	-	2	2	3	1	1	1	1	0%	0%
DSCA	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	1	1	3	2	2	2	2	-		-100%
DSS	-	-	1	1	1	1	1	1	1		0%
DTIC	1	-	-	-	-	-	-	-	-	-100%	
NDU	1	1	2	1	-	-	-	-	-		
USUHS	-	-	-	-	-	-	-	-	2		
IG	-	-	-	1	1	1	1	1	-		
4th Estate Other	-	-	-	-	-	-	-	-	-		
TOTAL	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,475	↑ 23%	↑ 11%

Purchasing Historical DAWIA Certification FY08 – FY16



Purchasing DAWIA Certification by Component



Purchasing DAWIA Certification Matrix + Bench Strength

Purchasing	Achieved Certification Level					
Required Certification Level	No Level Achieved	Level I	Level II	Level III	FY16Q4 TOTAL	% Meets Certification Requirement
Level I	227	111	66	10	414	*45.2%*
Level II	326	133	503	52	1,014	*54.7%*
Level III	9	-	2	2	13	*15.4%*
Unspecified	23	4	6	1	*34*	
FY16Q4 TOTAL	585	248	577	65	1,475	*50.5%*
	39.7%	*16.8%*	*39.1%*	*4.4%*		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,638	*12.8%*	
Army	5,124	*13.8%*	
Navy	6,995	*12.3%*	
Marine Cor	212	*7.1%*	
Air Force	6,545	*17.7%*	
4th Estate	1,762	*6.5%*	
Purchasing	128	*8.9%*	*6 of 14*

**** Based on population total without unspecified positions***

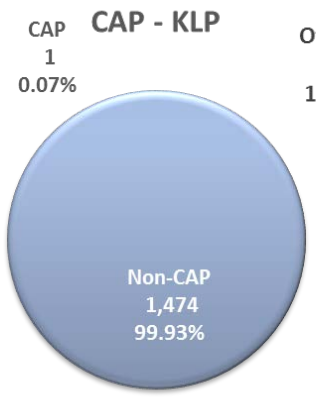
Certification Requirement					
Level I	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level II	187	186	41	414	*28.1%*
Level III	555	428	31	1,014	*68.7%*
Unspecified	2	9	2	13	*0.9%*
Purchasing TOTAL	1	14	19	34	*2.3%*
	745	637	93	1,475	
	50.5%	*43.2%*	*6.3%*		

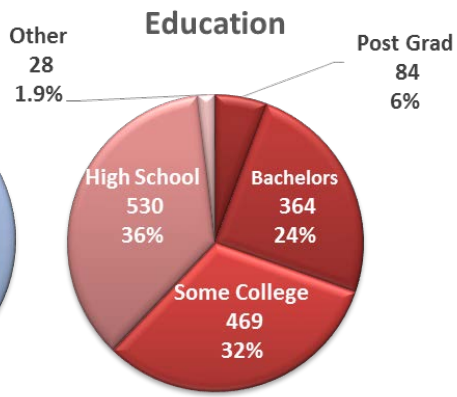
= Compliance

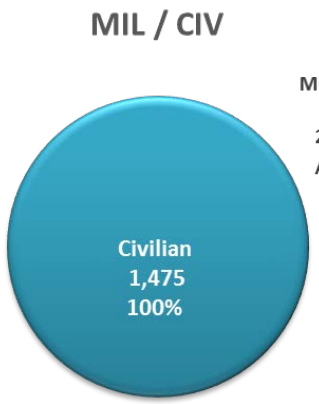
= Exceeds Requirements

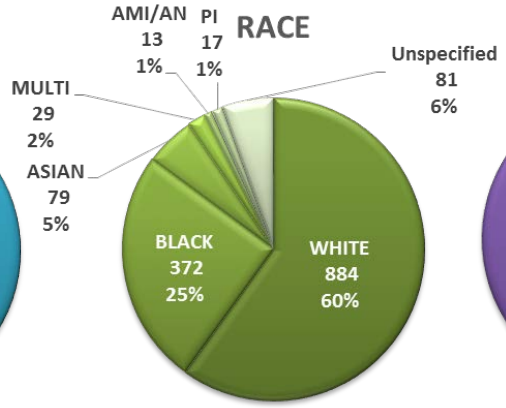
**** NOTE: Rounded to nearest 0.1%***

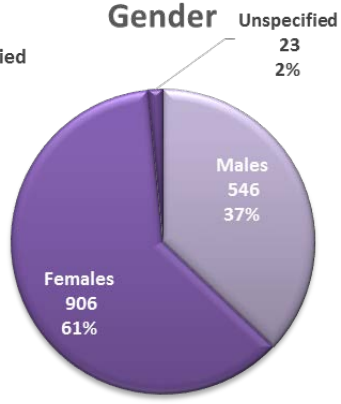
Purchasing Demographics











Occupied Position Type	Purchasing TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	-	0.0%	1,197	0.7%
Critical Acquisition Positions (CAPs) *	1	0.1%	15,791	9.8%
Non-CAP Positions	1,474	99.9%	144,481	89.5%
TOTAL	**1,475**		161,469	

* = Number of CAPs, excluding KLPs (no double counts)

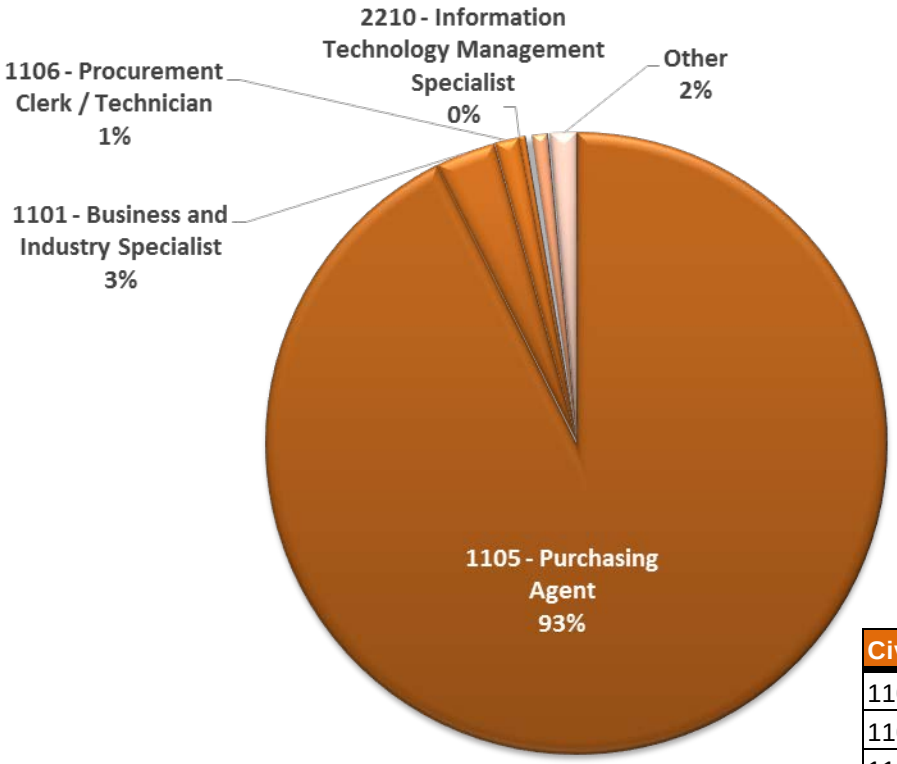
Highest Level of Education	Purchasing TOTAL		Entire DAW	
Post Grad	84	5.7%	63,772	39.5%
Bachelors	364	24.7%	71,199	44.1%
Some College	469	31.8%	12,023	7.4%
High School	530	35.9%	12,767	7.9%
Other	28	1.9%	1,708	1.1%
TOTAL	**1,475**		161,469	

Military / Civilian	Purchasing TOTAL		Entire DAW	
Civilian	1,475	100.0%	145,988	90.4%
Military	-	0.0%	15,481	9.6%
TOTAL	**1,475**		161,469	

Race	Purchasing TOTAL		Entire DAW	
WHITE	884	59.9%	119,897	74.3%
BLACK	372	25.2%	19,270	11.9%
ASIAN	79	5.4%	10,551	6.5%
MULTI	29	2.0%	3,591	2.2%
AMI/AN	13	0.9%	898	0.6%
PI	17	1.2%	787	0.5%
Unspecified	81	5.5%	6,475	4.0%
TOTAL	**1,475**		161,469	

Gender	Purchasing TOTAL		Entire DAW	
Males	546	37.0%	113,498	70.3%
Females	906	61.4%	46,704	28.9%
Unspecified	23	1.6%	1,267	0.8%
TOTAL	**1,475**		161,469	

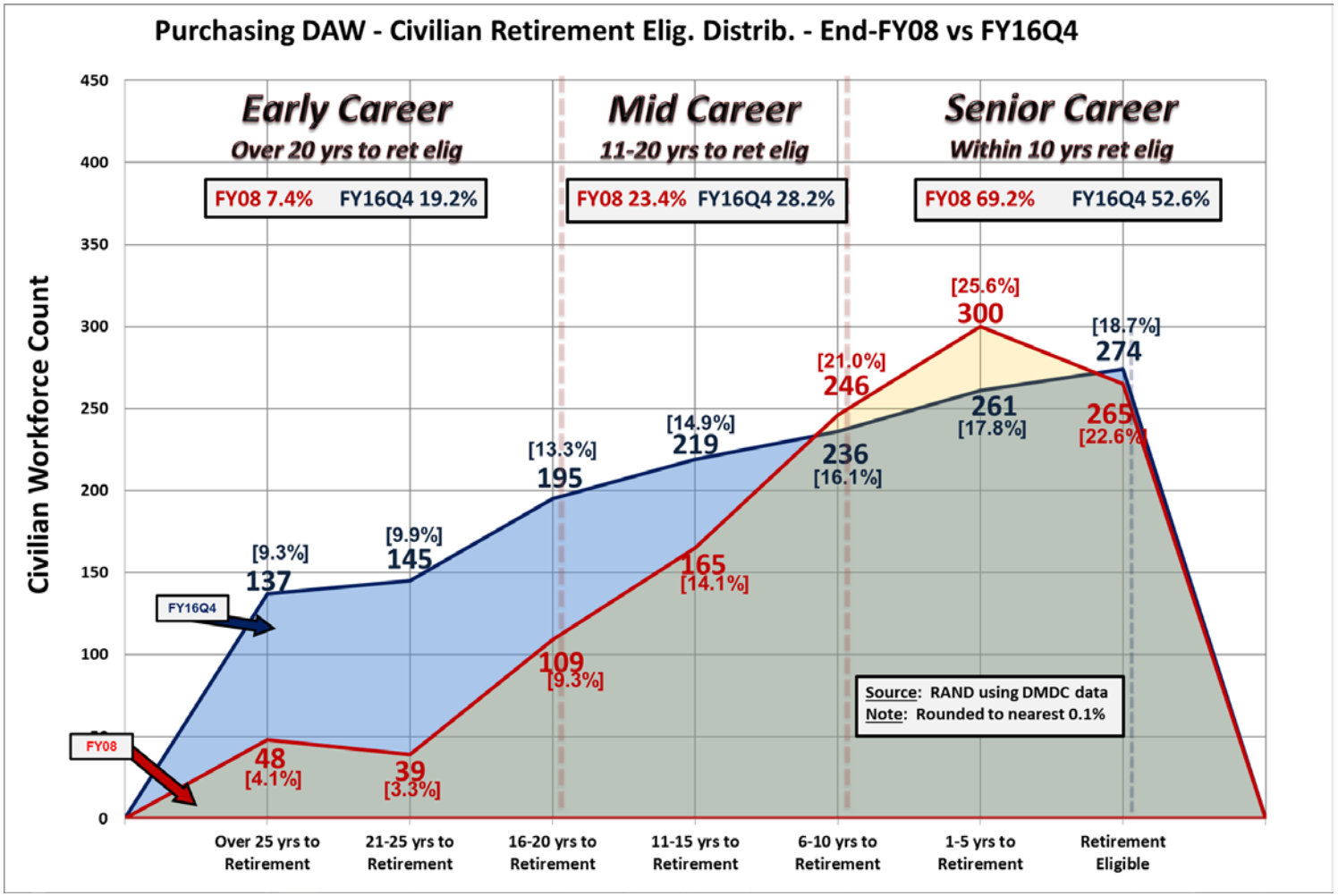
Purchasing Size by Occupational Series



Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,366	*92.6%*
1101 - Business and Industry Specialist	46	*3.1%*
1106 - Procurement Clerk / Technician	19	*1.3%*
0301 - Administration & Program Staff	5	*0.34%*
1102 - Contract Specialist	2	*0.14%*
0343 - Management and Program Analyst	3	*0.20%*
1910 - Quality Assurance Specialist	12	*0.81%*
2003 - Supply Management Specialist	1	*0.07%*
2001 - Supply Specialist	1	*0.07%*
Other	*20*	*1.36%*
TOTAL CIVILIAN	**1,475**	***Civilians***

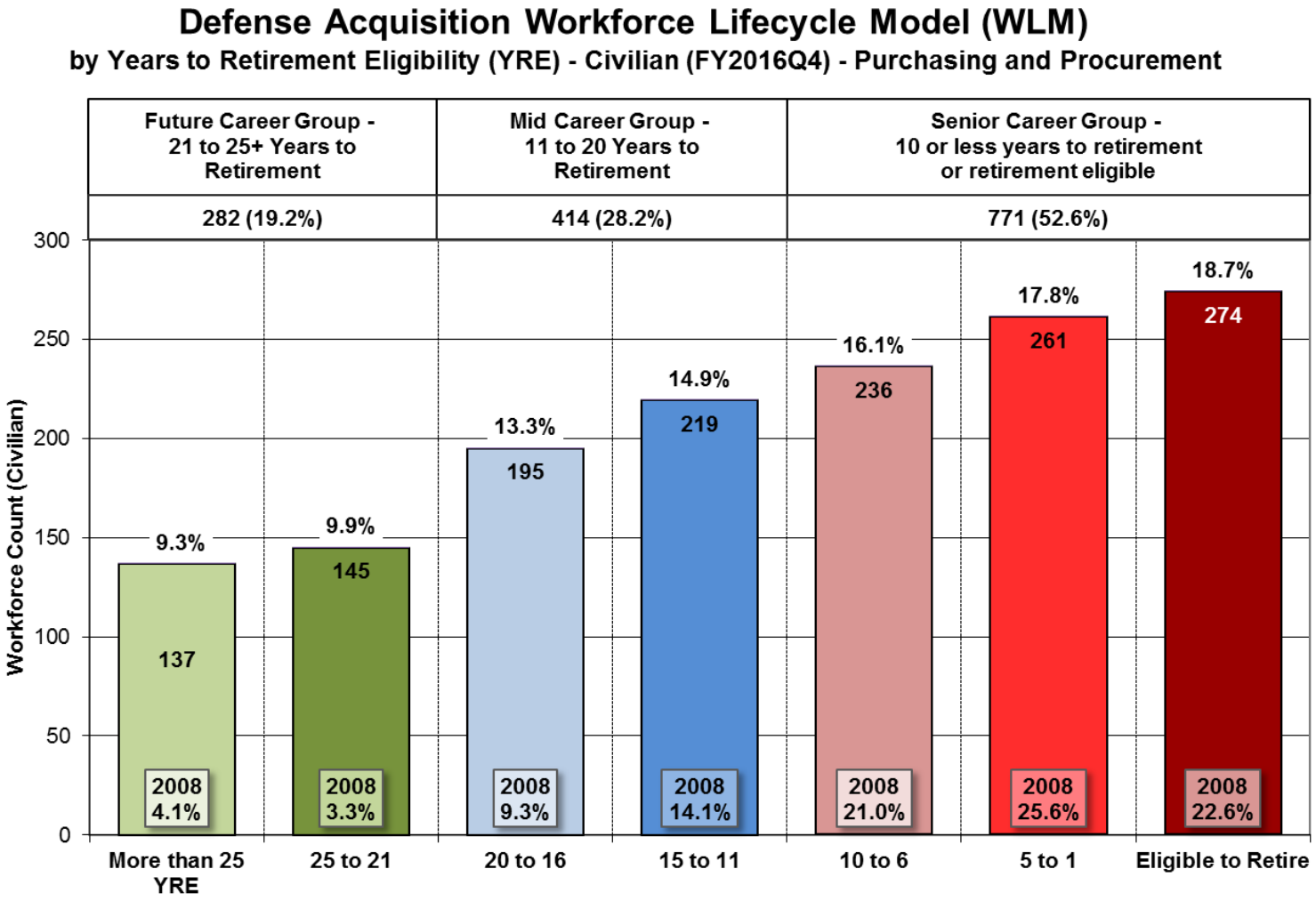
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides

Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY16Q4



As of 30 Sept 2016

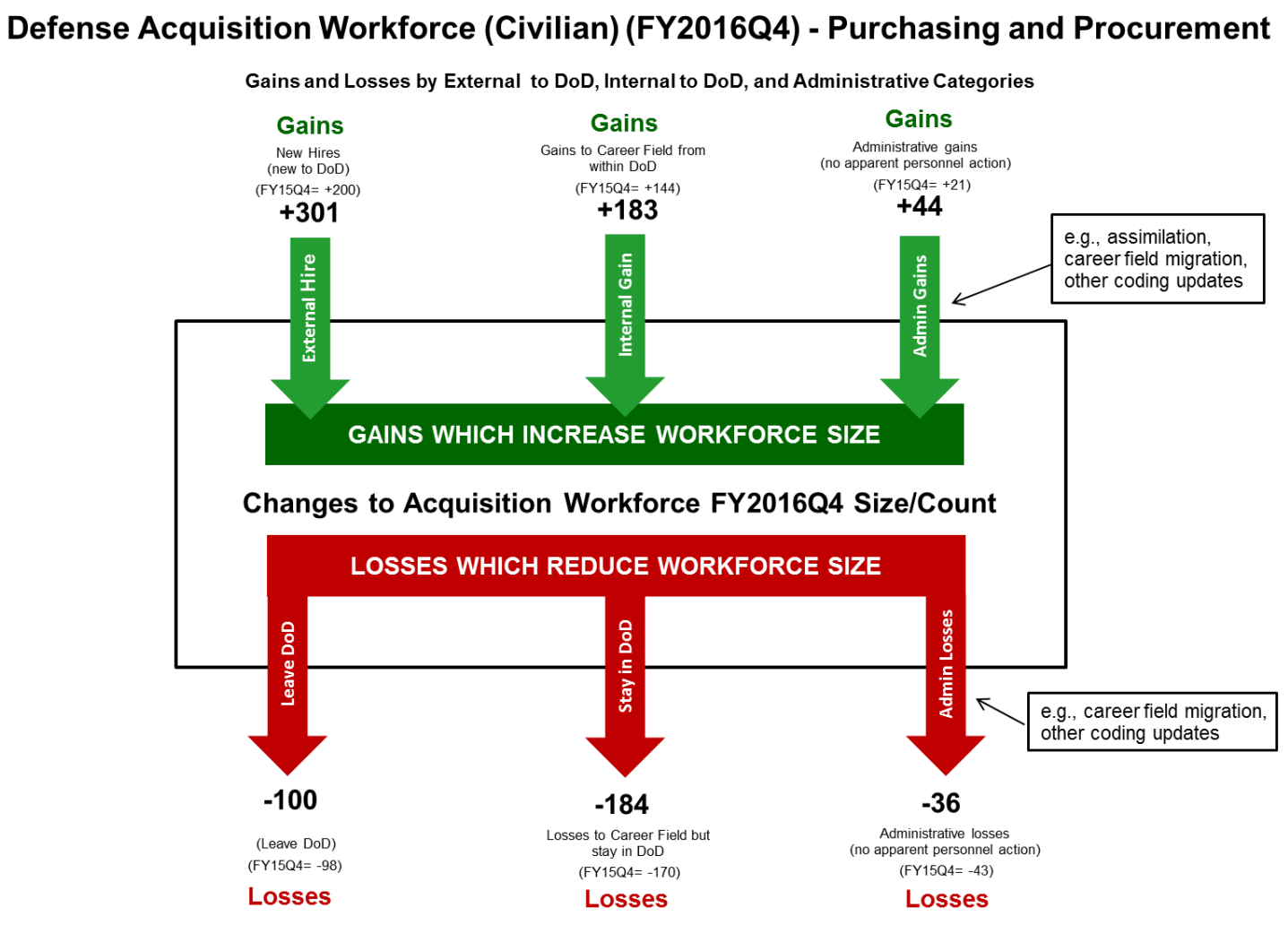
Purchasing Workforce Lifecycle Model by YRE



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q4) DMDC data provided by RAND.

As of 30 Sept 2016

Purchasing Gains/Losses – New Hires Internal/External, Administrative

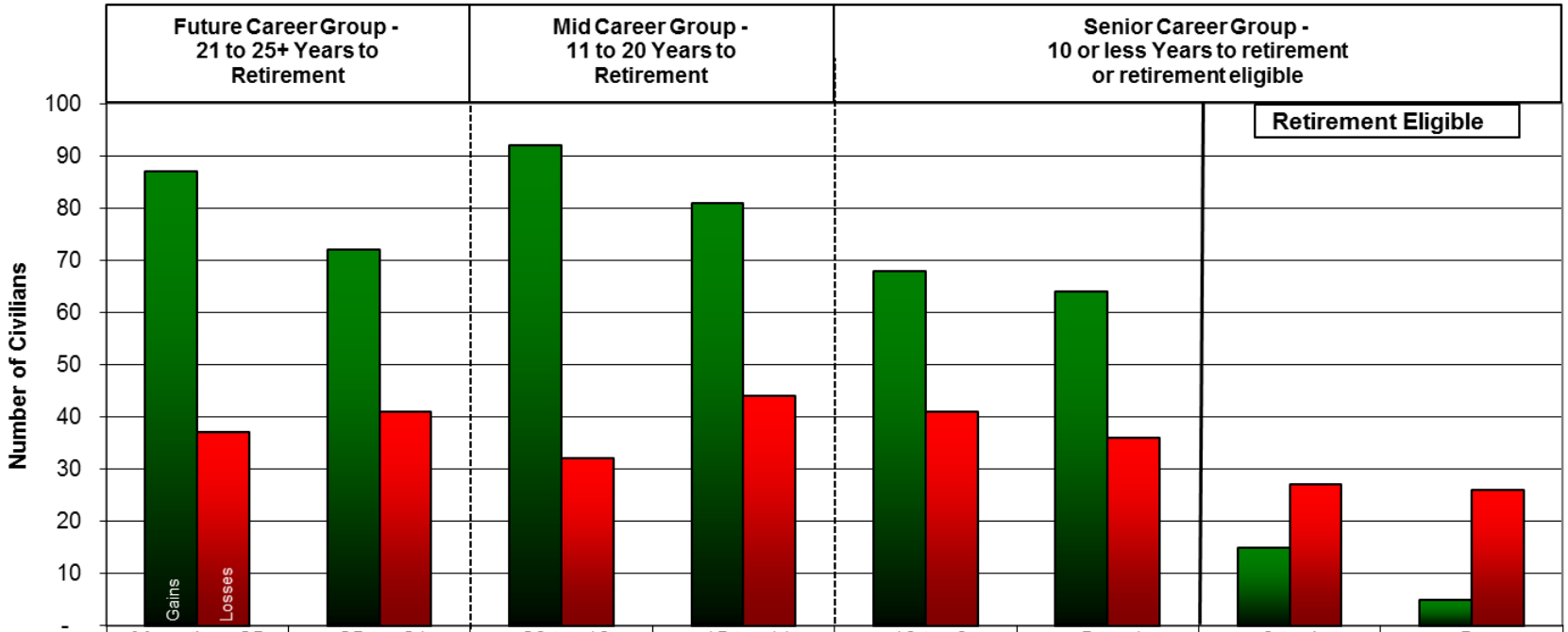


As of 30 Sept 2016

Purchasing Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Purch

Workforce Lifecycle FY2016Q4 Gains & Losses*



	More than 25	-25 to -21	-20 to -16	-15 to -11	-10 to -6	-5 to -1	0 to 4	5+
Gains	87	72	92	81	68	64	15	5
Losses	37	41	32	44	41	36	27	26

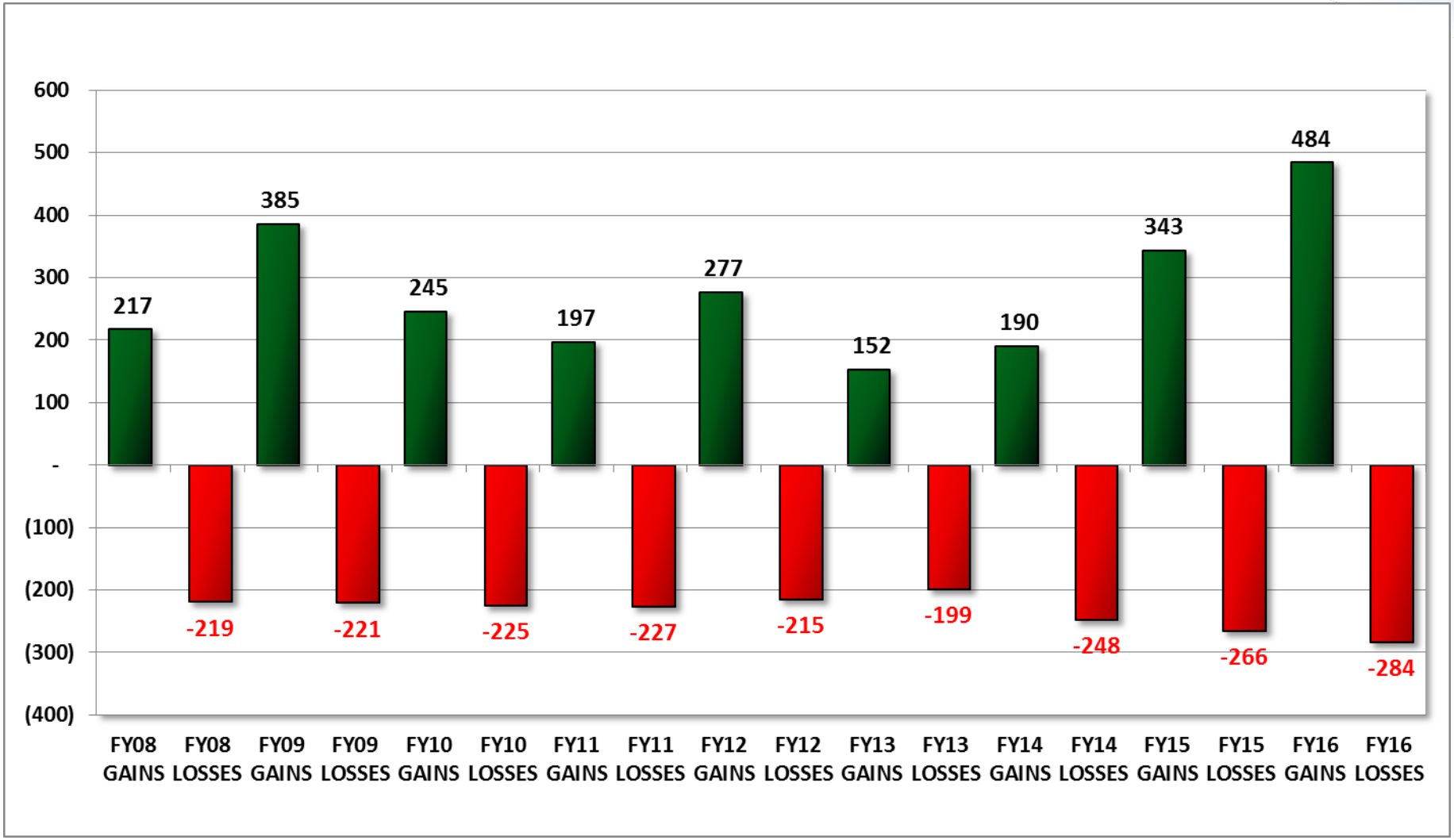
Career Lifecyle by Years to Retirement Eligibilty

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative gains and losses

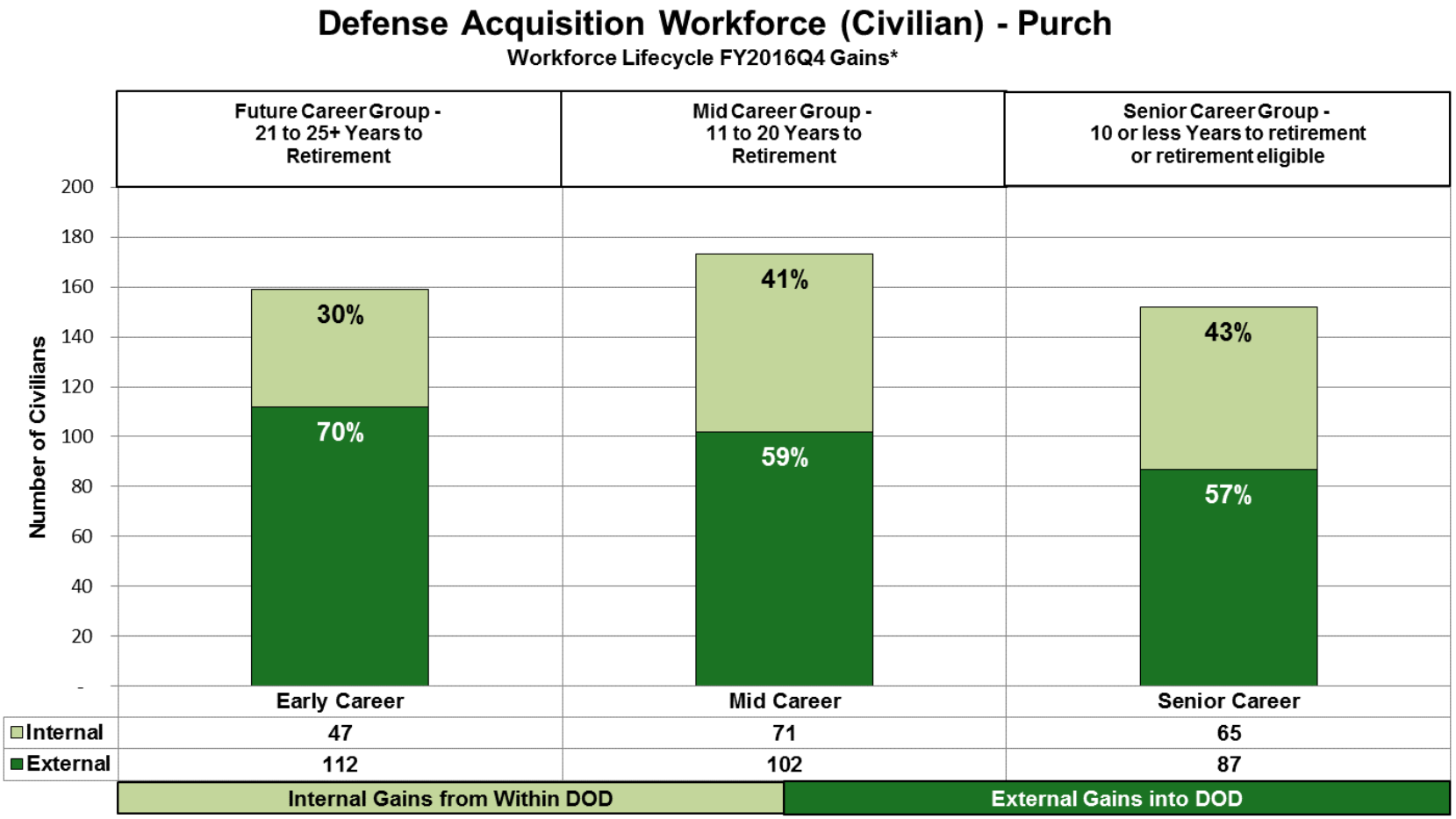
As of 30 Sept 2016

Purchasing
Historical Gains and Losses FY08 – FY16



As of 30 Sept 2016

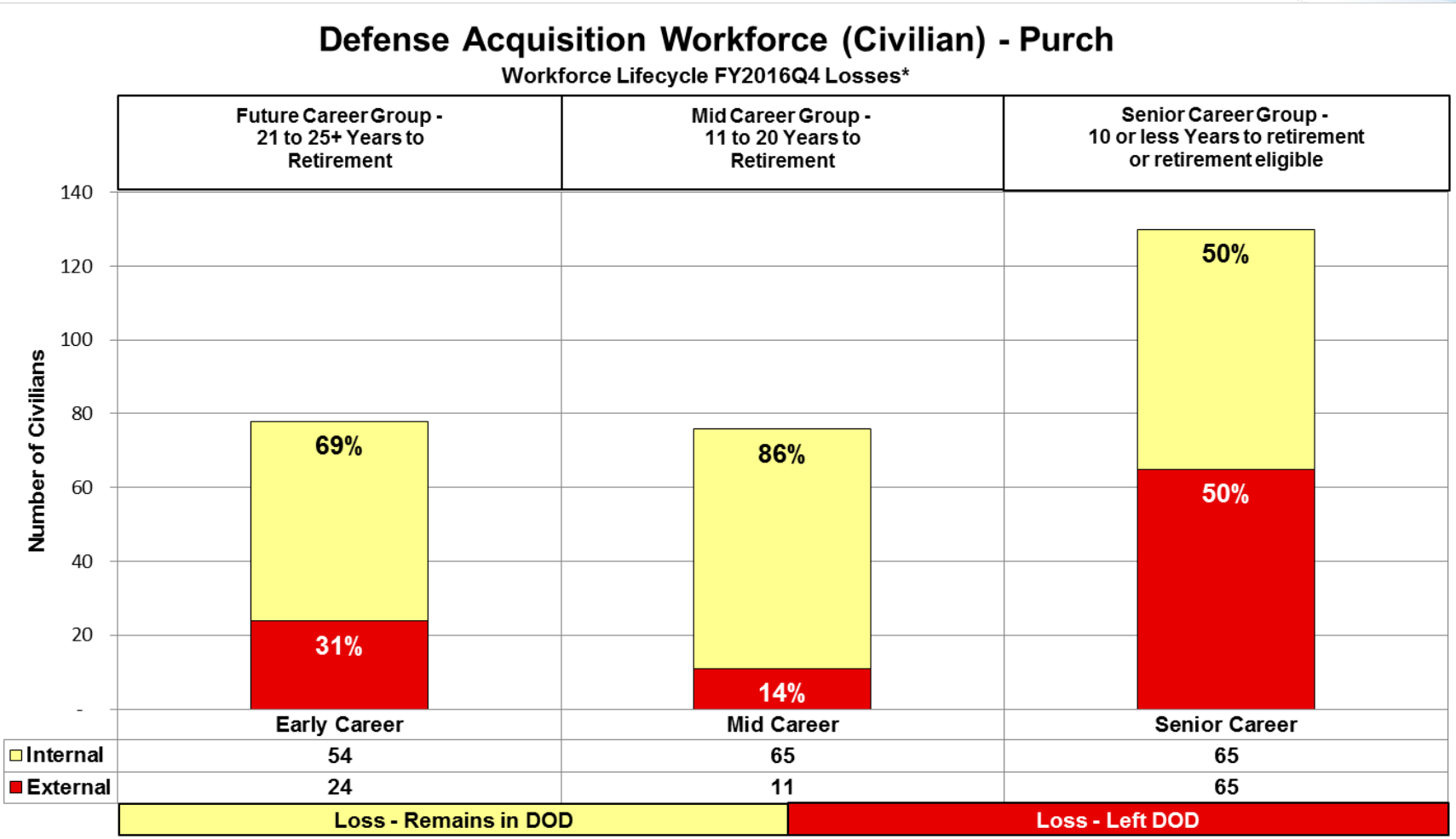
Purchasing Internal/External Gains % by Career Group



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)
*Does not include administrative gains

As of 30 Sept 2016

Purchasing Internal/External Loss % by Career Group



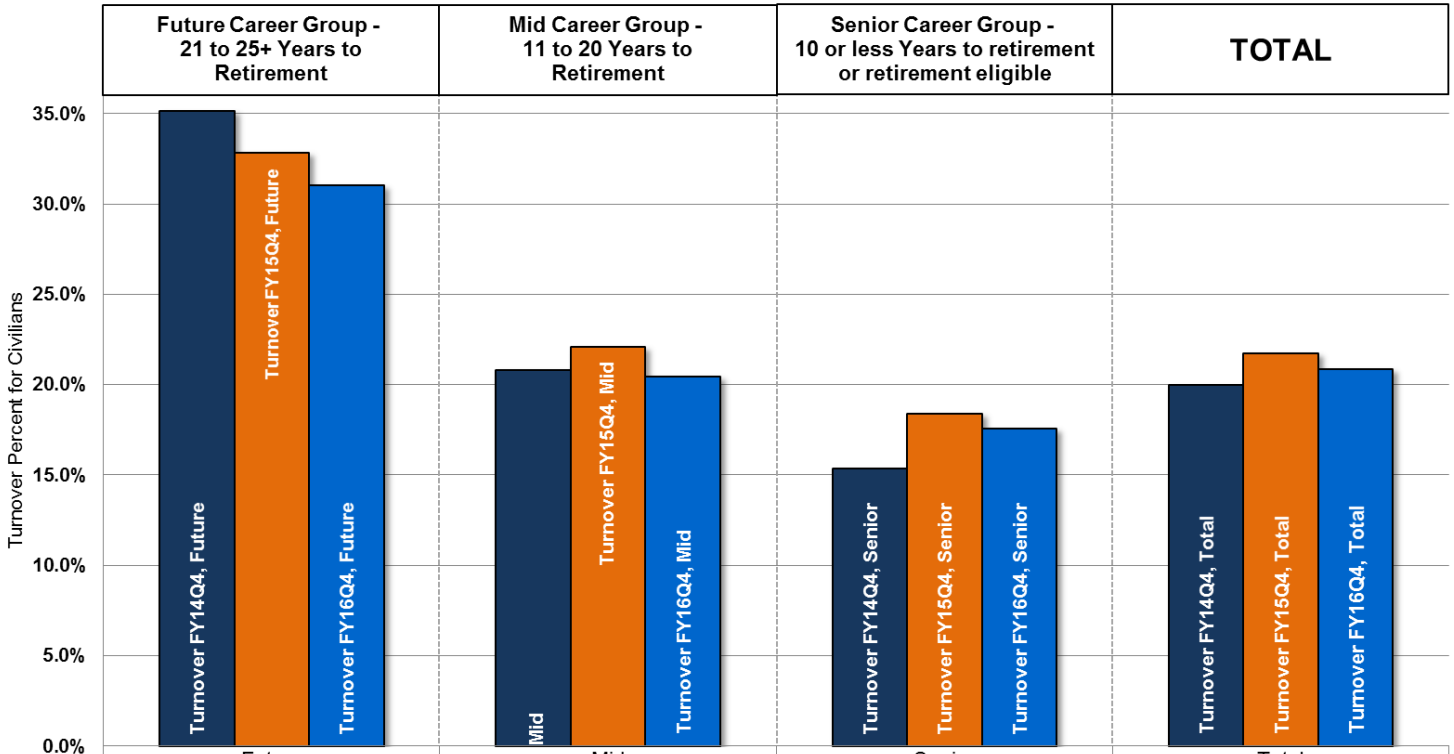
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q4 Data)

*Does not include administrative losses

As of 30 Sept 2016

Purchasing Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - Purch (Civilian) (FY14Q4, FY15Q4, FY16Q4)(by Career Lifecycle Group)

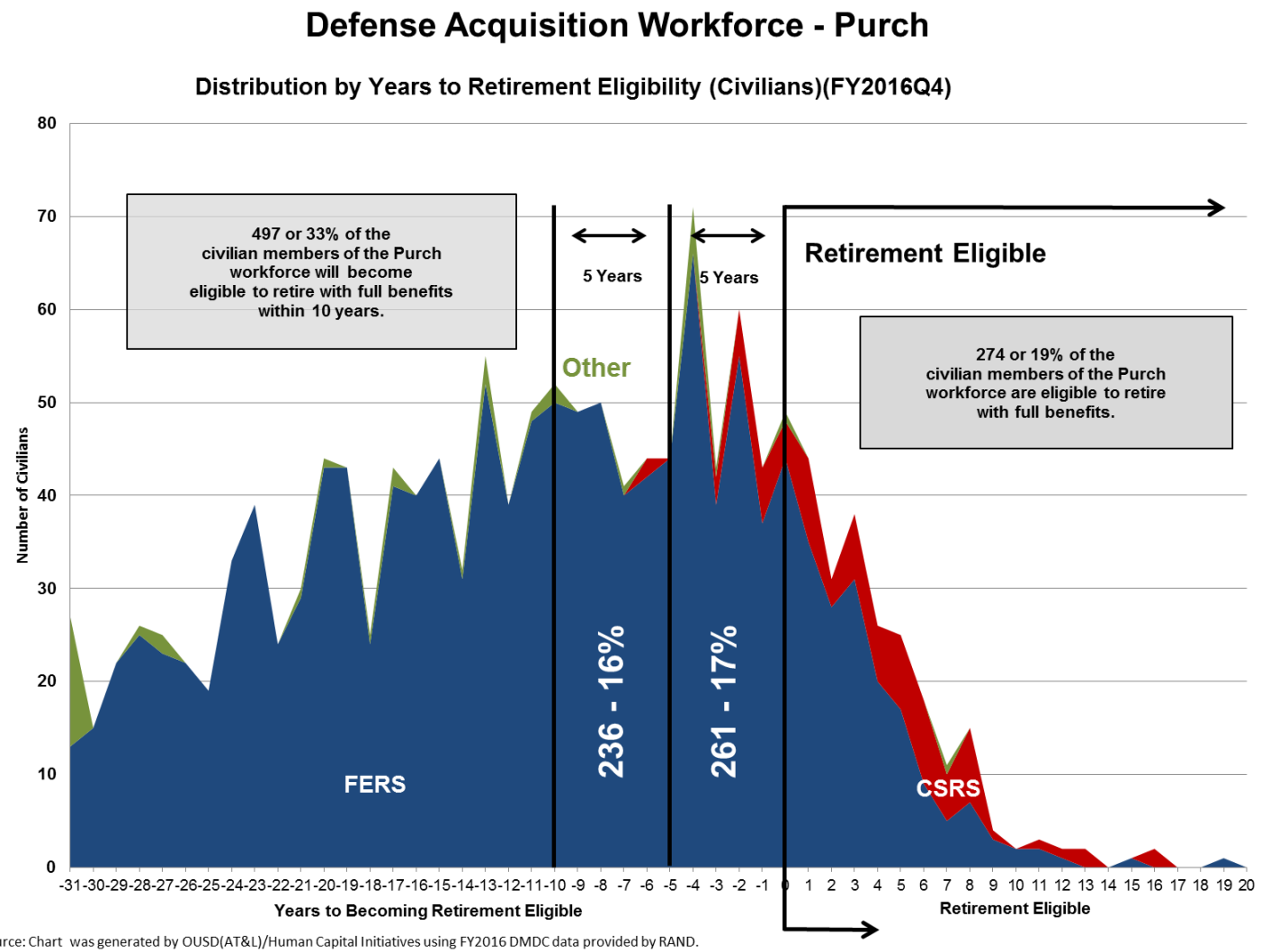


	Future	Mid	Senior	Total
Turnover FY14Q4	35.1%	20.8%	15.4%	20.0%
Turnover FY15Q4	32.9%	22.1%	18.4%	21.8%
Turnover FY16Q4	31.0%	20.4%	17.6%	20.8%

Turnover Percent by Career Lifecycle Groups

As of 30 Sept 2016

Purchasing Civilian Distribution by Years to Retirement Eligibility



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016 DMDC data provided by RAND.

As of 30 Sept 2016

END